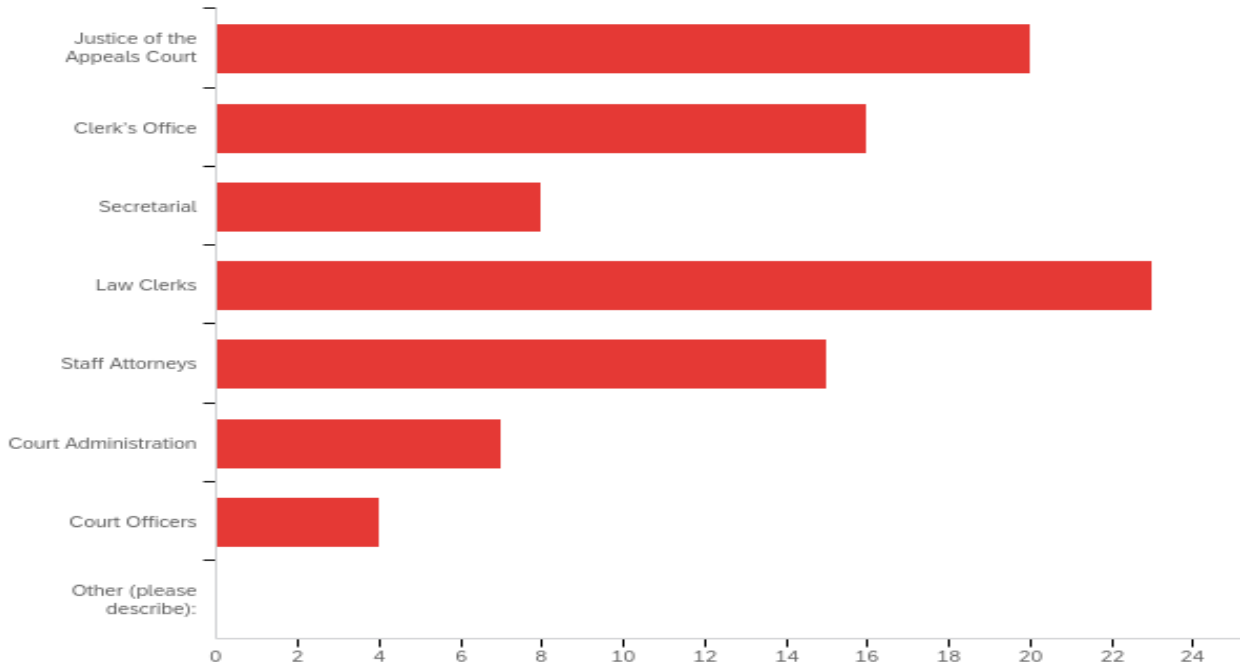


Please indicate the Department you work in:



Answer	%	Count
Justice of the Appeals Court	21.51%	20
Clerk's Office	17.20%	16
Secretarial	8.60%	8
Law Clerks	24.73%	23
Staff Attorneys	16.13%	15
Court Administration	7.53%	7
Court Officers	4.30%	4
Other (please describe):	0.00%	0
Total	100%	93

The Appeals Court has taken proactive steps to ensure a healthy and safe courthouse environment, such as installing glass dividers between workstations, counters and on the bench in the courtrooms, upgrading to high-efficiency, anti-microbial air filters, and installing sanitation stations throughout common areas. With respect to returning to the courthouse, how important do you believe the following additional precautions are?

Question	Not Important		Important Until Threat of Infection is Minimal		Very Important/Permanent		Unsure		% Important	Total
Employee self-health screening prior to coming to the courthouse	15.22%	14	41.30%	38	41.30%	38	2.17%	2	82.6%	92
Temperature screening at entry for employees	33.33%	31	47.31%	44	19.35%	18	0.00%	0	66.66%	93
Temperature screening at entry for public visitors	13.98%	13	52.69%	49	32.26%	30	1.08%	1	84.95%	93
Enforce social distancing in hallways & courtrooms	7.61%	7	61.96%	57	29.35%	27	1.09%	1	91.31%	92
Enforce social distancing in offices & departmental space	11.83%	11	61.29%	57	26.88%	25	0.00%	0	88.17%	93
Mandatory face coverings	8.60%	8	59.14%	55	27.96%	26	4.30%	4	87.1%	93
Optional face coverings	22.99%	20	22.99%	20	34.48%	30	19.54%	17	57.47%	87
Sanitizing all public & departmental spaces daily	17.20%	16	24.73%	23	56.99%	53	1.08%	1	81.72%	93
No/low touch equipment and fixtures; i.e. doors, phones, etc.	28.57%	26	23.08%	21	42.86%	39	5.49%	5	65.94%	91
COVID-19 testing for personnel	15.22%	14	50.00%	46	25.00%	23	9.78%	9	75%	92
Continue remote work arrangements	6.45%	6	35.48%	33	55.91%	52	2.15%	2	91.39%	93
Other (please describe):	25.00%	11	13.64%	6	50.00%	22	11.36%	5	63.64%	44

Summary of Other Responses:

Improvements/Sanitize Rest Rooms: 6

HVAC System Improvements: 3

Continue Remote Work Arrangements: 6

Vaccine Requirement: 4

Mandatory masking: 3

Social Distancing in Hallways: 1

Sanitization in Courthouse: 2

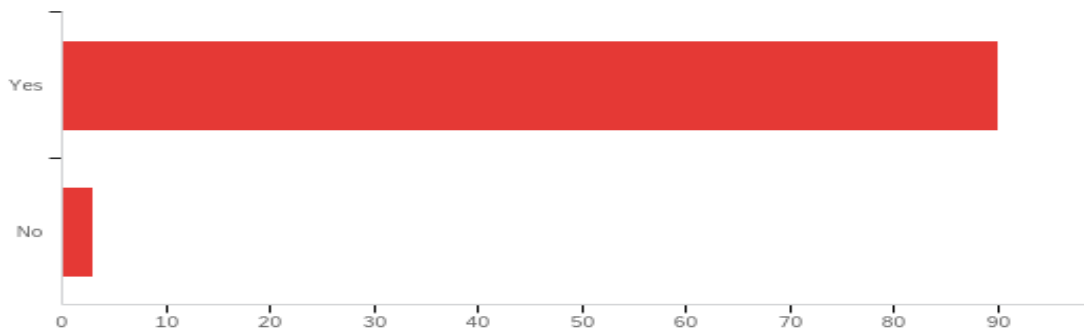
Travel Issues: 1

Summary of Other Responses (26) Some respondents did not include comment; some provided unrelated comments not summarized here.

Please rate your degree of satisfaction thus far with respect to the following aspects of remote working:

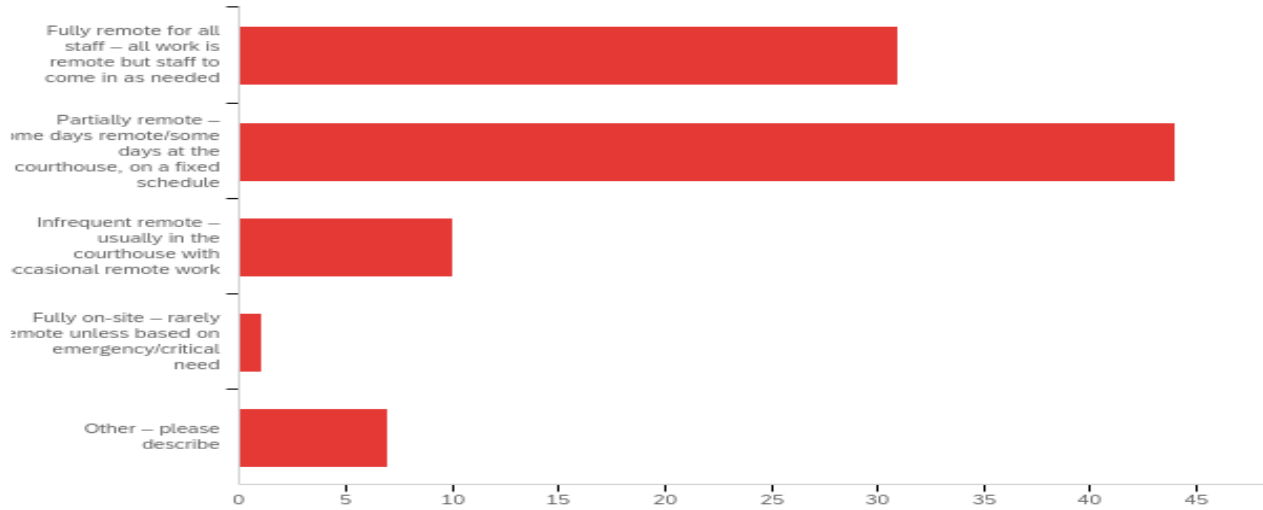
Question	Not at All Satisfied	Somewhat Satisfied	Neutral or Unsure	Satisfied	Very Satisfied	N/A or Not Remote	Mean	Total
Ability to Work Efficiently	0	9	3	17	62	2	4.48	93
Ability to Produce Quality Work	0	3	2	25	61	2	4.61	93
Tech Support - Equipment	0	5	2	26	58	2	4.54	93
Tech Support - JISD	1	4	6	26	52	4	4.46	93
Maintaining Work-Life Balance	5	9	9	17	51	2	4.14	93
Managing Work-related Stress	8	9	11	18	45	2	3.96	93
Maintaining Collegial Relationships	9	20	14	20	28	2	3.47	93
Staying Fully Engaged in your Job	2	14	6	23	46	2	4.11	93
Management Oversight of Remote Work	1	4	12	26	45	5	4.34	93

Do you prefer that some form of remote working arrangements continue after returning to the courthouse?



Answer	%	Count
Yes	96.77%	90
No	3.23%	3
Total	100%	93

If remote working arrangements do continue, would you prefer its form to be:

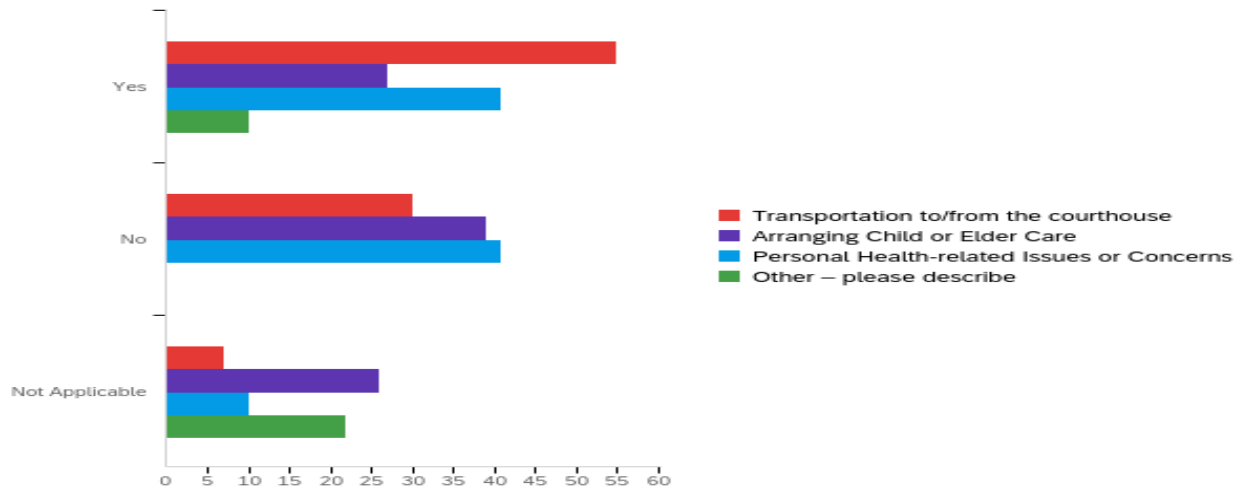


Answer	%	Count
Fully remote for all staff – all work is remote but staff to come in as needed	33.33%	31
Partially remote – some days remote/some days at the courthouse, on a fixed schedule	47.31%	44
Infrequent remote – usually in the courthouse with occasional remote work	10.75%	10
Fully on-site – rarely remote unless based on emergency/critical need	1.08%	1
Other – please describe	7.53%	7
Total	100%	93

How important do you believe the following conditions would be for possible future remote working arrangements at the Court?

Question	Not Important		Important but Not Essential		Very Important/Essential		Unsure		% Important	Total
	%	Count	%	Count	%	Count	%	Count		
Identical Form of remote work for all Departments	41.94%	39	20.43%	19	21.51%	20	16.13%	15	41.94%	93
Different Form(s) of remote work based on Department function	10.75%	10	31.18%	29	40.86%	38	17.20%	16	72.04%	93
Identical Form of remote work for all staff in the same Department	26.88%	25	25.81%	24	31.18%	29	16.13%	15	56.99%	93
Different Form(s) of remote work for staff in the same Dept., based on job function	15.05%	14	32.26%	30	21.51%	20	31.18%	29	53.77%	93
Employee Choice to Participate in Remote Work	3.23%	3	24.73%	23	64.52%	60	7.53%	7	89.25%	93
Protocols to Allow/Revise remote work based on court needs	6.45%	6	12.90%	12	72.04%	67	8.60%	8	84.94%	93

A number of factors may complicate individual planning for a return to work at the courthouse. Please check the factors below as they would apply to you personally:



Question	Yes		No		Not Applicable		Total
Transportation to/from the courthouse	59.78%	55	32.61%	30	7.61%	7	92
Arranging Child or Elder Care	29.35%	27	42.39%	39	28.26%	26	92
Personal Health-related Issues or Concerns	44.57%	41	44.57%	41	10.87%	10	92
Other – please describe	31.25%	10	0.00%	0	68.75%	22	32

Summary of Other Responses:

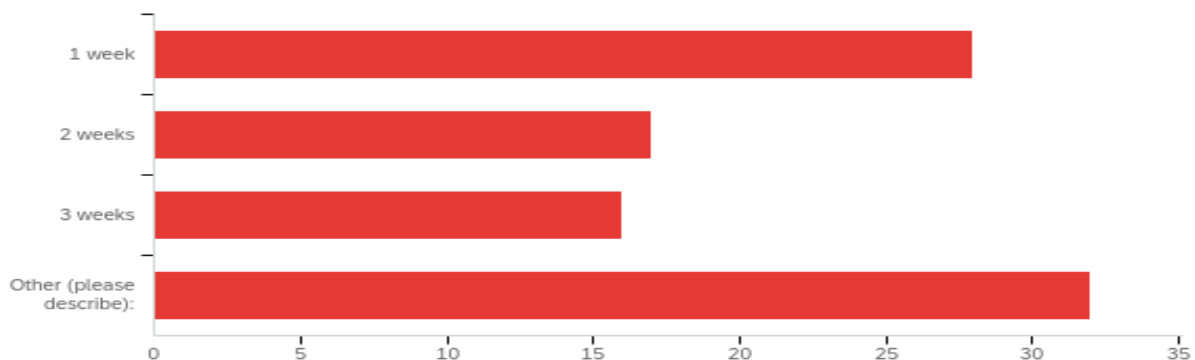
Health Related Issues: 5

Transportation/Parking/Commute Time/Cost: 6

Animal care: 1

Summary of Other Responses (12) Some respondents did not include comment while some provided unrelated comments not summarized here.

A return to working at the courthouse, whether full-time or hybrid, will require each employee to make plans and arrangements, appropriate to their individual circumstances. Please check the amount of notice that you may need to make such plans and arrangements.



Answer	%	Count
1 week	30.11%	28
2 weeks	18.28%	17
3 weeks	17.20%	16
Other (please describe):	34.41%	32
Total	100%	93

Other (please describe):

Don't Know: 4

None: 3

1 day: 1

1 month: 9

5 weeks: 1

2 months: 3

As much as possible: 5

Summary of Other Responses (26) Some respondents did not include comments; some provided unrelated comments not summarized here.